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MONTGOMERY COUNTY COUNCIL
ROCKVILLE, MARYLAND

M E M O R A N D U M

COUNCIL PRESIDENT

June 15, 1976

TO: County Council
FROM: Norman R. Christeller
SUBJECT: Employer-Employee Relations Bills

The needs and problems addressed by Bills 11-76 and 23-76 are significant and compelling. The action taken by the Council will set the pattern for employer-employee relations for the indefinite future. Because these matters are complicated and far-reaching, I believe the Council must devote considerable time and care to the enactment of such legislation.

I am not fully satisfied that the two bills before us provide all of the options the Council should consider, but they are a good beginning. The several points on which the two bills differ provide the Council with a range of concepts within which it can act, such as the following:

1. Bill 11-76 seems to me to provide too broad a definition of "management level employees" and "supervisors" while Bill 23-76 provides too narrow a definition.

2. Bill 11-76 seems to me to exclude too many matters from the agenda of discussions between management and employee group representatives, but Bill 23-76 may need tightening up as to such agendas and/or the circumstances of such discussions.

3. Neither bill addresses the fundamental problem of providing a better presentation of salary and benefit recommendations to the Council, including a cost estimate of any employee group proposals.

Because other concepts may become evident as we study these matters and conduct the public hearing on these two bills, there is the possibility that we will find it desirable to introduce amendments or a third bill at a later time. In the interest of careful consideration of these complex issues, I will keep that possibility in mind for the Council calendar.

I am proposing the attached amendment for introduction at this time. It anticipates the need for providing a forum for those employees not permitted to be included in an organized group.

NLC/sv

Attachment

AMENDMENT
to
BILL 11-76

#2

Add the following to the end of line 122:

Section 33-65, subsection c, ", provided, however, that nothing herein shall preclude such employees from meeting together and selecting representatives for conferences with the Chief Administrative Officer or the County Executive."